



UNIVERSITÀ
DEGLI STUDI
DI PADOVA



HR EXCELLENCE IN RESEARCH

Human Resources Strategy for Researchers HRS4R @UNIPD

Action Plan HRS4R 2024-2026

Approved by UNIPD Board of Directors - Deliberation no. 185 of 25 June 2024

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Action Plan HRS4R 2024-2026 @UNIPD

The 2024-2026 Action Plan for the Human Resources Strategy for Researchers (HRS4R) at the University of Padua highlights the University's commitment to the standards outlined in the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers.

Featuring 24 targeted actions, the plan focuses on promoting ethical research, transparent recruitment, and career development while fostering a supportive and inclusive environment. Different areas and offices within the University are engaged in implementing these actions, ensuring a cohesive approach that aligns institutional practices with European standards, while advancing research excellence and fostering a culture of collaboration and innovation throughout the research community.



Action 1 - Integrated drafting of a single Code of Conduct

Responsible Unit	AAGL - Legal Affairs Office
Focus Area	Best Working attitude - Integrity
Description of the action	Integration and specification of the new provisions introduced by the National Code of Conduct (updated via DPR 62/2013) concerning university administration taking into account the risk profiles emerged from the risk assessment analyses conducted on the processes affected by the reform. Integration of the Code of Conduct with the Ethical Code towards a single Administration Code. This action entails the following sub-actions each depending on a specific Responsible Unit: 1.a) Integration and specification of the new provisions concerning the use and control of information technologies: ASIT - Infrastructure and Telecommunications Office; 1.b) Integration and specification of the new provisions concerning the responsible use of social media: ACoM - Communication Office; 1.c) Integration and specification of the new provisions concerning the mandatory training and public ethics: ARU - Organizational Development Office; 1.d) The second phase involves integrating the Code of Conduct with the Ethical Code in order to adopt a single Administration Code for a more organic clear and rational regulation of the fundamental duties that must be observed also for disciplinary evaluation by the different categories of workers and collaborators operating in the university context.
Involved Unit(s)	a) Use and control of information technologies: ASIT - Infrastructure and Telecommunications Office; b) Responsible use of social media: ACoM - Communication Office; c) Regulation of the mandatory training and public ethics: ARU - Organizational Development Office.
C&C Principle(s)	2. Ethical principles; 3. Professional responsibility; 4. Professional attitude; 7. Good practice in research; 10. Relation with supervisors; 11. Supervision and managerial duties; 14. Non-discrimination; 16. Working conditions
Starting date	III quarter 2024
Duration	24 months
Key Performance Indicators (KPI)	1) Preparation of an impact analysis: conducting an impact analysis of the new provisions of the Code of Conduct. Mapping of the processes and associated risks for an integration and risk-oriented specification of the provisions of the Code of Conduct and the University's Ethical Code and identifying the parts to be modified. 2) Submission to the General Director and Rector. 3) Drafting of the new unified Code of Conduct for the University.
Target(s)	1) 30/09/2024; 2) 31/12/2024; 3) 31/03/2025

Action 2 - Ethics and Integrity@UNIPD

Responsible Unit	ARRI - International Research Office
Focus Area	Best Working attitude - Integrity

Description of the action	Ensuring and promoting ethical practices and integrity in research at the University of Padua. 2.a) Establishment and launch of CEUDA - University Ethical Committee for the management of ethical issues raised within research activities conducted by Unipd researchers. 2.b) Promotion of the principles expressed by the University's Research Integrity Code through information and training actions on ethics and research integrity.
Involved Unit(s)	CEUDA Task force
C&C Principle(s)	2. Ethical principles; 7. Good practice in research
Starting date	I quarter 2024
Duration	36 months
Key Performance Indicators (KPI)	1) Number of research integrity codes distributed (both digital and hard copies); 2) Establishment of CEUDA by given deadline; 3) Launch of CEUDA platform for managing ethical evaluation requests; 4) Number of information and training events activated.
Target(s)	1) Sending hard copy and digital copies of the research integrity code to all new hires (100% of new hires); 2) Establishment of CEUDA by 31/12/2024; 3) Go-live of CEUDA platform by 31/12/2024; 4) 1 training session per year on research ethics and integrity (total of 3 training and information events for 24-26).

Action 3 - Reshaping HRS4R @UNIPD website

Responsible Unit	ACoM - Communication Office
Focus Area	Communication - Charter & Code
Description of the action	The 'HR Excellence in Research' section on www.unipd.it will be expanded and have increased visibility within the Unipd portal including in the menu. This update aims to provide enhanced resources and information not only for researchers but for the whole academic community.
Involved Unit(s)	ARRI - International Research Office
C&C Principle(s)	34. Transparency
Starting date	IV quarter 2024
Duration	36 months
Key Performance Indicators (KPI)	Update online information by the given target date.
Target(s)	Target date: December 2026

Action 4 - HRS4R Empowerment and Implementation Group @UNIPD

Responsible Unit	ARRI - International Research Office
Focus Area	Communication - Charter & Code

Description of the action	Dissemination and Promotion of the principles of the revised C&C ("new" Charter for researchers) and the HRS4R: 4.a) C&C-revised: promotion of the revised C&C training and events. 4.b) HRS4R ambassadors appointed by Departments as proactive members of the HRS4R implementation group and tasked with promoting the knowledge of HR principles within the University. 4.c) HRS4R awareness: HRS4R café: organization of periodic meetings with researchers and research support staff on topics related to the Charter. 4.d) Internal survey: how to enhance its effectiveness and reach a larger number of users.
Involved Unit(s)	ACoM - Communication Office
C&C Principle(s)	15. Research environment; 30. Participation in decision- making bodies
Starting date	I quarter 2024
Duration	36 months
Key Performance Indicators (KPI)	1) Submitting the internal survey HRS4R again by June 2025 - Number of people reached by the questionnaire and number of respondents; 2) Establishment of the Implementation Group; 3) Number of informational sessions/seminars/meetings on HRS4R - Number of people reached.
Target(s)	1) At least 30% response rate among the researchers reached by the questionnaire; 2) Initiation of activities by the HRS4R Ambassadors @Unipd by July 2024; 3) 1 event per year on HRS4R (total of 3 events).

Action 5 - HRS4R @UNIPD Impact & Communication

Responsible Unit	ARU - Teaching Staff Office
Focus Area	Communication - Internal Communication
Description of the action	Update and renewal of UNIPD web pages aimed at teaching staff: 5.a) New UNIPD website (launch: 2025); 5.b) Revision of web sections dedicated to teaching staff (including translation into English for easy accessibility of information from external users).
Involved Unit(s)	ACoM - Communication Office
C&C Principle(s)	16. Working conditions; 32. Recruitment
Starting date	III quarter 2024
Duration	30 months
Key Performance Indicators (KPI)	Users satisfaction rate
Target(s)	Simplification of the web section for teaching staff

Action 6 - OTMR - R2 to R4

Responsible Unit	ARU - Teaching Staff Office
Focus Area	OTMR: R2-R3-R4 Recruitment

Description of the action	New templates of researchers' contracts and selection announcements for professors' selection processes. 6.a) Simplification of R2-R3 recruitment process (i.e. RTD and RTT contracts) new templates (including translation into English). 6.b) Updating (including translation) of selection announcements and attachments for professors' selection processes for R3-R4 recruitment.
Involved Unit(s)	ARRI - Research and Quality Office
C&C Principle(s)	5. Contractual and legal obligations; 14. Non- discrimination; 16. Working conditions; 31. Recruitment; 33. Selection
Starting date	III quarter 2024
Duration	24 months
Key Performance Indicators (KPI)	1) Number of researchers reached; 2) Number of professor selection announcements published in English.
Target(s)	1) Utilization (at the time of hiring) of new contracts and provision of the English version for international researchers; 2) Publication of selection announcements in English language.

Action 7 - CoARA - Advancing Research Assessment @UNIPD

Responsible Unit	ARRI - International Research Office
Focus Area	Policies & Strategies - Selection & Recruitment
Description of the action	Approval and supervision of the implementation of the five-year action plan for CoARA development of communication information and training actions on CoARA commitments training of both assessors and those being assessed.
Involved Unit(s)	ARRI - Research and Quality Office, ARU - Teaching Staff Office
C&C Principle(s)	35. Judging merit
Starting date	I quarter 2024
Duration	36 months
Key Performance Indicators (KPI)	1) Approval and launch of CoARA Action Plan; 2) Number of informational and training events organized; 3) Production of guidelines on the implementation of CoARA commitments at Unipd.
Target(s)	1) Approval of CoARA Action Plan: October 2024; 2) Annual information and training events: 3 events; 3) Production of internal guidelines: December 2024.

Action 8 - Science4All	
Responsible Unit	ARRI - International Research Office
Focus Area	Communication - Science
Description of the action	UNIPD MSCA Fellows MSCA Seal of Excellence Fellows and STARS Grantees will be at the center of the new public engagement strategy including a series of video clips to be disseminated among high schools primarily in the Veneto Region. Researchers will be asked to explain their own professional experiences and answer questions of general interest.
Involved Unit(s)	ASIT- Digital Learning and Multimedia Office; ACoM - Communication Office; ACoM - Events Office.
C&C Principle(s)	8. Dissemination, exploitation of results; 9. Public engagement
Starting date	I quarter 2024
Duration	36 months
Key Performance Indicators (KPI)	1) Production of Science4All videos; 2) Number of schools involved; 3) Web and social media metrics (traffic engagement views).
Target(s)	1) Number of videos produced = 11 (plus 9 from the previous AP = 20 total); 2) +15% schools reached vs last edition; 3) 5% increase in views compared to the 2023 baseline (views on videos produced within the AP 2021 - 2023).

Action 9 - New Patent Regulation	
Responsible Unit	ARRI - Third Mission and Research Valorization Office
Focus Area	Best Working attitude - Intellectual Property
Description of the action	Complete revision of the University's patent regulations following the new intellectual property law that abolished the professor's privilege transferring ownership of inventions from individual researchers to their employing institution.
Involved Unit(s)	--
C&C Principle(s)	24. Intellectual Property Rights
Starting date	II quarter 2024
Duration	12 months
Key Performance Indicators (KPI)	Publication of the new patent regulation
Target(s)	Publication of the new patent regulation

Action 10 - Dashboard Horizon Europe @UNIPD

Responsible Unit	ARRI - International Research Office
Focus Area	Best Working attitude - Open Science & sharing
Description of the action	Development of an interactive database of submitted proposals as well as funded projects within the University of Padua under the Horizon Europe 2021-2027 programming enabling both the generation of summary reports and the consultation of detailed data regarding funded actions.
Involved Unit(s)	ASIT- Digital Learning and Multimedia Office
C&C Principle(s)	8. Dissemination exploitation of results
Starting date	I quarter 2024
Duration	36 months
Key Performance Indicators (KPI)	1) Activations enabled for all teaching staff and PTA; 2) Number of accesses to the dashboard (500).
Target(s)	Dashboard go live by June 2025

Action 11 - Implementation of UNIPD data in the national portal "Knowledge Share"

Responsible Unit	ARRI - Third Mission and Research Valorization Office
Focus Area	Best Working attitude - Open Science & sharing
Description of the action	Implementation of informative sheets for patents and spin-offs from the University of Padua to identify third parties interested in acquiring a license for intellectual property or funding spin-offs.
Involved Unit(s)	--
C&C Principle(s)	8. Dissemination exploitation of results
Starting date	I quarter 2024
Duration	36 months
Key Performance Indicators (KPI)	Number of informative sheets published
Target(s)	5 sheets/year



Action 12 - Belonging to Excellence: Cultivating Community Spirit @UNIPD	
Responsible Unit	ACoM - Communication Office
Focus Area	Community - Belonging
Description of the action	Increase the sense of belonging of the University lecturers and researchers through various actions including greater promotion of Unipd commitment to HRS4R. It is planned to: 12.a) Increase participation in the internal survey aimed at teaching and research staff on occupational well-being; 12.b) Prepare a toolkit to facilitate the use of the Unipd corporate image by teaching and research staff engaged in dissemination activities.
Involved Unit(s)	ARRI - International Research Office
C&C Principle(s)	8. Dissemination exploitation of results; 9. Public engagement
Starting date	I quarter 2025
Duration	36 months
Key Performance Indicators (KPI)	1) Enhance communication tools to broaden our outreach and disseminate the survey; 2) Provision of the communication kit.
Target(s)	Target date: December 2026

Action 13 - Starter Kit @UNIPD

Responsible Unit	ARU - Teaching Staff Office
Focus Area	Best Working environment - Welcome
Description of the action	<p>Production of a starter kit with essential information on life and work at the University of Padova addressed to staff members including international ones. This action entails the following sub-actions each depending on a specific Responsible Unit:</p> <p>13.a) ARU - Teaching Staff Office: will participate in the implementation of the "Starter Kit" for teaching staff including international staff. Simplification and translation of the Vademecum and paperwork for employment procedures. Provision of practical informational elements. Implementation of a Vademecum for the Departments.</p> <p>13.b) ARRI - Research and Quality Office: will provide information on the access obligations and potential of the University of Padua Research Catalogue (PRA-IRIS) offering informative material and guidelines for the newly hired.</p> <p>13.c) ARRI - International Research Office: will collect information for the newly hired international staff and present a plan to overcome its fragmentation as to make it more easily accessible.</p> <p>13.d) ARI - Global Engagement Office (bridging with the international guest desk - SAOS/ISS): will oversee the update of information and legal requirements concerning the access of newly hired international staff to Italy.</p> <p>13.e) ACoM - Communication Office: will support the implementation of an up-to-date web space for accessing all materials and information composing the Starter Kit.</p>
Involved Unit(s)	ARRI - Research and Quality Office; ARRI - International Research Office; ARI - Global Engagement Office (for SAOS/ISS); ACoM - Communication Office
C&C Principle(s)	3. Professional responsibility; 4. Professional attitude; 5. Contractual and legal obligations; 34. Transparency; 14. Non-discrimination; 16. Working conditions; 31. Recruitment
Starting date	III quarter 2024
Duration	30 months
Key Performance Indicators (KPI)	<ol style="list-style-type: none"> 1) Analysis and collection of information to be included in the "starter kit"; 2) Drafting of the "starter kit"; 3) Number of researchers reached.
Target(s)	<ol style="list-style-type: none"> 1) Target date: September 2026; 2) Target date: December 2026; 3) Release of the Vademecum (internet and intranet) sending out of the new documents to the newly hired.

Action 14 - Training 4 Research Managers and Administrators (RMA) @UNIPD

Responsible Unit	ARRI - International Research Office
Focus Area	Best Working environment
Description of the action	Design and implementation of a training programme for newly hired and established administrative staff supporting research activities aimed at enhancing the level of research management services in the pre- and post-award phases of grant management.
Involved Unit(s)	ARU - Organizational Development Office
C&C Principle(s)	12. Continuing Professional Development; 15. Research environment
Starting date	I quarter 2024
Duration	36 months
Key Performance Indicators (KPI)	1) Development of training programme and activation of training; 2) Number of trained individuals.
Target(s)	1) Delivery of 5 training sessions by December 31, 2026; 2) 50 individuals trained

Action 15 - Sustainability events @UNIPD

Responsible Unit	ACoM - Public Engagement Office
Focus Area	Best Working environment - Sustainability
Description of the action	The action aims to develop a model to verify the adherence of practices in the organization of events of the University with requirements and guidelines indicated in the international standard ISO 20121:2012 "Event sustainability management systems. Requirements with guidance for use". This model should be integrated within the organizational system of the University regarding all types of events in order to correctly apply sustainability standards and pursue sustainability targets in line with policies of the University of Padova.
Involved Unit(s)	ACoM - Communication Office; ACoM - Events Office
C&C Principle(s)	9. Public engagement
Starting date	III quarter 2024
Duration	24 months
Key Performance Indicators (KPI)	1) Definition of the model; 2) Use of the model for events organized by the Central Administration; 3) Distribution to all University structures of a handbook with guidelines to apply sustainability standard to events organization.
Target(s)	1) Definition of the model by 31/07/2024; 2) Use of the model for at least 6 events organized by the central administration; 3) Target date: by 31/12/2025



Action 16 - Well-being @UNIPD

Responsible Unit	ACoM - Public Engagement Office
Focus Area	Best Working environment
Description of the action	Promotion of projects and activities for the well-being conditions of people working at the University of Padua (staff and faculty members). In detail the action aims to promote: 16 a) A course on proper voice management to support professors in their teaching activities; 16 b) Wellness activities (yoga, tai-chi, qigong, postural gymnastics) aimed at improving workplace well-being and organizational climate; 16 c) EduChef, an initiative to promote wellness-oriented lifestyles and responsible consumption and eating habits for all staff.
Involved Unit(s)	--
C&C Principle(s)	16. Working conditions
Starting date	II quarter 2024
Duration	36 months
Key Performance Indicators (KPI)	1) Participants' satisfaction rate; 2) n. of initiatives organized per year.
Target(s)	1) > 75% of participants fully satisfied with the experience; 2) > 15 courses and course editions per year.

Action 17 - Gender Equality Plan @UNIPD

Responsible Unit ACoM - Public Engagement Office

Focus Area **Policies & Strategies - Best work environment**

Description
of the action

The Gender and Equality Plan, along with the Positive Action Plan (PAP) and in synergy with the University planning and reporting documents, establishes the actions and goals the University of Padua wishes to carry out with regards to equal opportunities, overcoming discrimination, enhancement of differences, and promotion of organizational well-being for people who study and work at the University. The plan includes actions aimed at educating, informing, and raising awareness among the academic and citizen communities, as well as concrete actions aimed at fostering equal and successful participation of all in academic life and careers.

17.a) Equity and Inclusion training. In December 2023 the University of Padua launched a new course to inform about the main issues related to discrimination, harassment, gender based violence that one may experience inside and outside the university, together with information about figures and bodies to refer to and contact should such episodes happen. After completing the course, attendants obtain an Open Badge.

This action aims to spread the course to the whole academic community, with particular attention to freshmen students and newly hired staff members.

17.b) UniRE Project (Progetto Università Responsabile). The "UniRE" project is aimed at promoting shared knowledge and widespread attention on issues such as gender-based violence, harassment and discrimination, and consists of the following actions:

- training and information seminars, which will involve the entire academic community;
- opening of an anti-harassment counselling point to teaching and technical-administrative staff and to students;
- internal communication initiatives on the University protection bodies and related tutelage possibilities;
- promotion of a crowdfunding campaign to finance, with the University contribution, research grants to tackle the issue of discrimination and gender-based violence with a multidisciplinary approach;
- events open to citizens and local communities, involving the various social actors in the area;
- activities in collaboration with secondary schools.

17.c) PAP- Positive Action Plan. The Positive Action Plan (PAP), along with the Gender and Equality Plan (GEP), establishes the actions and goals the University of Padua intends to carry out with regards to equal opportunities, overcoming discrimination, enhancement of differences and promotion of organizational well-being for those people who study and work at the University.

Involved Unit(s) 17 a) ARU - Organizational Development Office, ADiSS - Students Career Office
17 b) ACoM - Communication Office, ACoM - Fundraising Office
17 c) ACoM - Communication Office, CUG (UNIPD Guarantee Committee for equal opportunity, employee well-being and non-discrimination in the workplace).

C&C Principle(s) 17 a) 2. Ethical principles; 14. Non-discrimination; 19. Gender balance
17 b) 2. Ethical principles; 14. Non-discrimination; 19. Gender balance

	17 c) 16. Working conditions, 19. Gender balance, 32. Recruitment, 33. Selection
Starting date	17 a) II quarter 2024 17 b) II quarter 2024 17 c) I quarter 2025
Duration	17 a) 12 months 17 b) 36 months 17 c) 36 months
Key Performance Indicators (KPI)	17 a) % newly hired staff members and freshmen participating in the online training course "Equity and Inclusion" 17 b) 1) Organization of training seminars for all components of the university community; 2) Opening of an anti-harassment counselling point; 3) Crowdfunding campaign to foster research in the field of equity and inclusion. 17 c) 1) % of gender balance (improvement in the balance of % of men and women between employees); 2) Number of activities for promoting gender balance in the assignments of tasks and responsibilities within Departments and PhD Boards.
Target(s)	17 a) 80% of newly hired staff members, within the calendar year of hiring, from 2024, starting from the release of the online course and 10% of freshmen of A.Y. 2023/2024. 17 b) 1) 30 seminars within the three years 2) 30/06/2025 3) At least EUR 75,000, sufficient for the activation of four annual checks, with co-funding from the University amounting to 25%. 17 c) 1) increase in % of gender balance (improvement in the balance of % of men and women between employees) 2) from 3 to 5 activities (e.g.: meeting for gender balance proportion, data monitoring of assigned responsibilities within Departments and PhD Boards, etc.)

Action 18 - Academic Mediator for PhD students

Responsible Unit	ADiSS - PhD Office
Focus Area	Supervision & Mentoring
Description of the action	Academic mediators appointed within the doctoral programmes of our University are tasked with providing support and listening to PhD candidates who may encounter relational issues during their doctoral journey and proposing potential solutions. The goal is to identify at least one mediator per programme, organize training sessions and exchanges of best practices, creating a functional community, monitor mediation interventions, and identify best practices.
Involved Unit(s)	--
C&C Principle(s)	15. Research environment; 16. Working conditions; 29. Complaints/appeals
Starting date	I quarter 2024
Duration	36 months

Key Performance Indicators (KPI)	1) Number of training events for mediators organized; 2) Users satisfaction rate.
Target(s)	1) 2 events per year; 2) Average satisfaction rate per intervention of 5 out of 10.

Action 19 - Doctoral Supervision Training

Responsible Unit	ADiSS - PhD Office
Focus Area	Supervision & Mentoring
Description of the action	Doctoral Supervision is a crucial asset. The goal of this action is to train supervisors enabling them to fulfill their roles and ensure that the doctoral environment provides adequate support. To prevent and manage potential conflicts, the key aspects of supervision must be agreed upon in advance and made transparent without undermining informal meetings, collaborations, and trust relationships.
Involved Unit(s)	--
C&C Principle(s)	10. Relation with supervisors; 11. Supervision and managerial duties; 15. Research environment; 26. Supervision
Starting date	I quarter 2025
Duration	24 months
Key Performance Indicators (KPI)	No. of trained supervisors
Target(s)	2 for each doctoral course per year

Action 20 - Training on patents and academic entrepreneurship

Responsible Unit	ARRI - Third Mission and Research Valorization Office
Focus Area	Professional Growth - Intersectorial Bridge
Description of the action	Training programme on patents and academic entrepreneurship aimed at doctoral students and R2 Researchers (RTD and Research Grant Holders).
Involved Unit(s)	ADiSS - PhD Office
C&C Principle(s)	12. Continuing Professional Development
Starting date	IV quarter 2024
Duration	36 months
Key Performance Indicators (KPI)	Number of training sessions per year
Target(s)	1 training session/year



Action 21 - Training initiatives for the development of researchers' interdisciplinary skills

Responsible Unit	ARU - Organizational Development Office
Focus Area	Professional Growth - Soft Skills
Description of the action	Development of a training plan to enhance researchers' skills based on the European Competence Framework for Researchers (ResearchComp). Focus on "making an impact" by communicating science and knowledge valorization through the realization of courses for professors, researchers, and PhD students aimed at providing some tools and a basic skills of the main techniques for effective communication and knowledge valorization to ensure widespread and effective dissemination of the university's research results among the public.
Involved Unit(s)	ACoM - Communication Office; ACoM - Public Engagement Office; ADISS - PhD Office
C&C Principle(s)	20. Career development; 22. Access to research training and continuous development
Starting date	I quarter 2025
Duration	30 months
Key Performance Indicators (KPI)	Number of training courses for researchers relevant to the Competency Framework
Target(s)	Training courses on at least two competences identified in the ResearchComp Framework

Action 22 - PhD Short Mobility & Doctoral cooperation with UNIPD Strategic Partners

Responsible Unit	ARI - Projects And Mobility Office
Focus Area	Professional Growth - Mobility
Description of the action	<p>Promotion of short-term mobility for PhD students and fostering international doctoral-level cooperation activities with strategic partners.</p> <p>22 a) Promotion and support for short-term mobility of PhD students within the Erasmus+ programme (up to now PhD students have not been supported in short-term mobility programmes);</p> <p>22.b) Support for doctoral-level cooperation activities with strategic partners of UNIPD (University of St Andrews UK; Université de Lausanne Switzerland; Monash University Australia + any other potential partners to be identified in the coming years). Initiatives may include various types such as co-supervision, joint PhD programmes, workshops for PhD students and early-stage researchers, conferences, training, etc.</p>
Involved Unit(s)	ADiSS - Ufficio Dottorato di Ricerca
C&C Principle(s)	8. Dissemination exploitation of results; 12. Continuing Professional Development; 21. Value of mobility
Starting date	I quarter 2024
Duration	36 months
Key Performance Indicators (KPI)	22.a) Number of doctoral students who enroll in the short mobility; 22.b) Number of initiatives supported
Target(s)	22.a) 50 doctoral students enrolled in short mobility (over a period of 36 months); 22.b) 10 initiatives (over a period of 36 months)

Action 23 - Matchmaking event - "Università Aperta PhD" - Career day dedicated to PhD students and graduates

Responsible Unit	ARRI - Career Service Office
Focus Area	Working opportunities - Career & professional perspectives
Description of the action	<p>One matchmaking event per year will be organized inviting companies from different sectors looking for PhD students and graduates to hire. One to one job interviews will be scheduled. The event will be preceded by a 'Università Aperta PhD warm-up' meeting in order to prepare candidates for CV writing and interviews with participating companies.</p>
Involved Unit(s)	ADiSS - PhD Office
C&C Principle(s)	13. Recognition of the profession; 23. Access to career advice
Starting date	I quarter 2024
Duration	36 months
Key Performance Indicators (KPI)	No. of events per year
Target(s)	1 event/year



Action 24 - You-4-You@UNIPD

Responsible Unit	ARRI - International Research Office
Focus Area	Working opportunities - Career & professional perspectives
Description of the action	Career Development Training - The International Research Office will organize tailored training sessions for researchers focusing on self-assessment, receiving feedback on their strengths and weaknesses in their professional profile, finding the best career fit, and drafting a career plan alongside specific Euraxess portal training.
Involved Unit(s)	ARU - Organizational Development Office; ADiSS - PhD Office
C&C Principle(s)	12. Continuing Professional Development; 23. Access to career advice; 26. Supervision
Starting date	I quarter 2024
Duration	36 months
Key Performance Indicators (KPI)	1) Number of training activities; 2) Number of people involved; Participants satisfaction
Target(s)	1) Organization of 3 training sessions on Career Planning, Euraxess, and Research Opportunities; 2) At least 20 participants involved per session; Distribution of satisfaction questionnaires to the participants involved



UNIPD Areas and Offices involved in the Action Plan 2024 - 2026 (EN/IT)

AAGL: Legal and General Affairs Area - Area Affari generali e legali
AAGL - Legal Affairs Office - Ufficio Affari generali e legali

ACOM: Marketing and Communication Area - Area Comunicazione e Marketing
ACoM - Communication Office - Ufficio Comunicazione
ACoM - Events Office - Ufficio Eventi Permanenti
ACoM - Fundraising Office - Ufficio Fundraising
ACoM - Public Engagement Office - Ufficio Public Engagement

ADiSS: Students Services Area - Area Didattica e servizi agli studenti
ADiSS - PhD Office - Ufficio Dottorato di Ricerca
ADiSS - Students Career Office - Ufficio Carriere Studenti

ARI: International Relations Area - Area Relazioni Internazionali -
ARI - Global Engagement Office
ARI - Projects And Mobility Office

ARRI: - Research and Business Relations Area - Area Ricerca e rapporti con le Imprese
ARRI - Career Service Office - Ufficio Career Service
ARRI - International Research Office - Ufficio Ricerca Internazionale
ARRI - Research and Quality Office - Ufficio Ricerca e Qualità
ARRI - Third Mission and Research Valorization Office - Ufficio Terza Missione e Valorizzazione della Ricerca

ARU: Human Resources Area - Area Risorse Umane
ARU - Organizational Development Office - Ufficio Sviluppo Organizzativo
ARU - Teaching Staff Office - Ufficio Personale Docente

ASIT: Information and Telecommunication Area - Area Sistemi Informatici e Telematici
ASIT - Infrastructure and Telecommunications Office - Ufficio Infrastruttura Sistemi e Telecomunicazioni
ASIT- Digital Learning and Multimedia Office - Ufficio Digital Learning e Multimedia

CUG: UNIPD Guarantee Committee for equal opportunity, employee well-being and non-discrimination in the workplace - Comitato Unico di Garanzia



The European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers - 40 Principles (EN/IT)

1) Charter for researchers: principles and requirements applicable to researchers

1. Research Freedom - Libert  di ricerca
2. Ethical principles - Principi etici
3. Professional responsibility - Responsabilit  professionale.
4. Professional attitude - Comportamento professionale
5. Contractual and legal obligations - Obblighi contrattuali e legali
6. Accountability - Responsabilit  finanziaria
7. Good practice in research - Buona condotta nel settore della ricerca
8. Dissemination, exploitation of results - Diffusione e valorizzazione dei risultati
9. Public engagement - Impegno verso l'opinione pubblica
10. Relation with supervisors - Rapporti con i supervisori
11. Supervision and managerial duties - Doveri di supervisione e gestione
12. Continuing Professional Development - Sviluppo professionale continuo

2) Charter for researchers: principles and requirements applicable to employers and funders

13. Recognition of the profession - Riconoscimento della professione
14. Non-discrimination - Non discriminazione
15. Research environment - Ambiente di ricerca
16. Working conditions - Condizioni di lavoro
17. Stability and permanence of employment - Stabilit  e continuit  dell'impiego
18. Funding and salaries - Finanziamento e salari
19. Gender balance - Equilibrio di genere
20. Career development - Sviluppo professionale
21. Value of mobility - Valore della mobilit 
22. Access to research training and continuous development - Accesso alla formazione alla ricerca e alla formazione continua
23. Access to career advice - Accesso all'orientamento professionale
24. Intellectual Property Rights - Diritti di propriet  intellettuale
25. Co-authorship - Co-autore
26. Supervision - Supervisione
27. Teaching - Insegnamento
28. Evaluation/appraisal systems - Sistemi di valutazione
29. Complaints/appeals - Reclami e ricorsi
30. Participation in decision-making bodies - Partecipazione agli organismi decisionali
31. Recruitment - Assunzione (norme di accesso e ammissione)

3) The Code of Conduct for Recruitment: General Principles and Requirements

32. Recruitment - Assunzione (procedure di assunzione aperte efficaci trasparenti favorevoli)
33. Selection - Selezione
34. Transparency - Trasparenza
35. Judging merit - Valutazione del merito
36. Variations in the chronological order of CVs - Variazioni nella cronologia del curriculum vitae
37. Recognition of mobility experience - Riconoscimento dell'esperienza di mobilit 
38. Recognition of qualifications - Riconoscimento delle qualifiche
39. Seniority - Anzianit 
40. Postdoctoral appointments - Nomine post-dottorato